



WHAT IS CLAIMED IS:

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1. A method for providing an online end to end talent acquisition process for managing a client search for a candidate comprising:

(a) facilitating creation of a job requisition for a new job and storing said new job in a job database;

(b) receiving and storing in said job database a description of said new job of said job requisition including at least one of an industry, a job function and a job position;

(c) defining a desired candidate for said new job;

(d) receiving and executing a cross industry comparable level search query of a plurality of internal candidates for said desired candidate and returning internal candidates;

(e) receiving and executing a cross industry comparable level search query of a plurality of external candidates for said desired candidate and returning external candidates;

(f) facilitating screening said internal and external candidates;

(g) facilitating managing selection of at least one of said candidates;

(h) facilitating managing an offer and a hire of said at least one of said internal and external candidates; and

(i) facilitating managing an on-board process.

2. A method for providing an online end to end job search and career management process for managing a job search for a candidate comprising:

(a) facilitating performance of an receiving and storing results of a self assessment of a candidate, in a candidate database;

(b) facilitating building a resume for said candidate including receiving and storing job experience including at least one job of said candidate in said candidate database

including for said position at least one of: an industry of said job, a job function of said job, and a job position of said job;

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(c) facilitating preparing a cover sheet for said resume;

(d) facilitating researching about clients and a desired job

(e) facilitating networking for said candidate with said client for said desired job;

(f) facilitating receiving a cross industry comparable level search query and searching said candidate database for said desired job and presenting search results including resulting jobs;

(g) facilitating of and selection of at least one desirable job resulting scoring said job;

(h) facilitating interviewing for said at least one desirable job;

(i) facilitating preparing and sending a thank you letter after an interview for said desirable job;

(j) facilitating evaluating an offer for said desirable job;

(k) facilitating resigning from a prior position; and

(l) facilitating managing an on-boarding process.

3. A system for managing end-to-end an employment recruiting process comprising:

a network;

at least one web server coupled to said network;

a candidate database;

a client database; and

at least one application server coupled to said web server,

wherein said at least one application server comprises:

8 a database management system operative to manage said candidate
9 and client databases, and

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10 a career management application operative to manage at least one
11 of a candidate job search and a client talent acquisition process from end-to-end.

1 4. The system according to claim 3, wherein said career management application
2 comprises at least one of:

3 a revenue model including pay for performance;

4 live consultants accessible online to manage the career recruiting process;

5 an application service provider (ASP) offering operative to provide end to end
6 human resource outsourcing application services to client human resources departments; and
7 cross-industry comparable level search capabilities for candidates and clients.

1 5. A method for managing a candidate-selected candidate profile database
2 comprising:

3 receiving candidate resumes having candidate selected job experience information
4 including

5 selecting at least one of:

6 an industry from a plurality of a predefined industries,

7 a job function from a plurality of predefined job functions of said
8 industry, and

9 a job position from a plurality of predefined job positions.

1 6. The method according to claim 5, further comprising receiving comparable cross-
2 industry search queries for candidates resumes meeting comparable cross-industry criteria.

1 7. The method according to claim 6, wherein said comparable cross-industry search
2 queries are by at least one of

3 said industry from a plurality of said predefined industries,

4 said job function from said plurality of predefined job functions of said industry,
5 and A)
6 said job position from a plurality of said predefined job positions.

1 8. A computer program product embodied on a computer readable medium with
2 computer program logic stored thereon, said computer program logic for managing a
3 candidate-selected candidate profile database comprising:

4 means for enabling a computer to receive candidate resumes having candidate
5 selected job experience information including:

6 means for enabling the computer to select at least one of:

7 an industry from a plurality of a predefined industries,

8 a job function from a plurality of predefined job functions of said
9 industry, and

10 a job position from a plurality of predefined job positions.

1 9. The computer program product according to claim 8, further comprising:

2 means for enabling the computer to receive comparable cross-industry
3 criteria.

1 10. The computer program product according to claim 9, wherein said comparable
2 cross-industry search queries are indexed by at least one of

3 said industry from a plurality of said predefined industries,

4 said job function from said plurality of predefined job functions of said industry,

5 and

6 said job position from a plurality of said predefined job positions.
